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POLICY CONCERNING

Additional Pay for Various Types of Hazardous Duty

1. There will be established a CIA Hazardous Duty Board which will be responsible to the DCI through the DD/P. The board will be composed of three representatives, one each to be designated by DD/P, AD (Personnel) and the Comptroller. A representative of General Counsel's Office will sit with the board as legal advisor without vote. The board will continuously review all aspects of hazardous-duty pay making recommendations thereon to appropriate authorities. Such review will include recommendations to the DCI concerning areas which he will designate as hostile. The board will establish and continuously review adequate administrative procedures which will assure proper qualification and certification of employees eligible to receive extra pay under the various categories of hazardous duty.

2. Certain hazardous-duty categories provided for by law have been eliminated from those listed below on the premise that position classification and determination of pay scales have already taken into consideration the hazards involved. In such a category is a civilian airplane pilot whose pay scale is based on his acceptance of ordinary flight hazards.

3. The categories of hazardous duty under which staff employees and staff agents shall be eligible to receive additional pay are listed below.

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to the limitation that the compensation for trainees who complete such training will be for three 28-day pay periods.

d. Individuals shall be entitled to receive additional pay at the rate of \$100 per 28-day pay period for the performance of hazardous duty involving [redacted] as a primary duty, including training for such duty when such duty is required by competent orders, subject to the limitation that the compensation for trainees who complete such training will be for three 28-day pay periods.

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4. Individuals shall receive extra pay on the basis of any combination of the above categories, except that in no case shall the total extra pay for hazardous duty during a 28-day pay period exceed 50 per cent of base pay.

5. Personnel on active service with the Armed Forces who are assigned or detailed to CIA will be eligible for hazardous duty pay in accordance with paragraphs 3 and 4 above provided, however, that:

a. In categories c and d of paragraph 3, additional pay shall be computed in accordance with the laws and regulations pertaining to the parent service of the individual, and,

b. No payments will be made where the individual is receiving incentive pay for hazardous duty from the individual's parent service.

Approved:

Director of Central Intelligence

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